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Vol. 1, No. 12

Washington, D. C.
August 21, 1939.WELCOME

I am happy to welcome the district advisors as readers of The Range Rider. The Range Rider was originated to establish closer contacts and relationships among the workers of the Division and to circulate matters of information and interest relative to the operation of the Taylor Grazing Act.

We ask for contributions, suggestions, and criticisms from you and hope that The Range Rider will serve to weld us into one official family.


 Director of Grazing.

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PUBLIC LANDS COMMITTEE TRIP

Congressmen Robinson of Utah, Hill of Washington, and Englebright of California, members of the Public Lands Committee of the House of Representatives will arrive in Salt Lake City on Monday, August 28, on a tour of the West in connection with their work on the Committee. Mr. David Speck of the Solicitor's office of the Department of the Interior will accompany them. The party will inspect grazing districts in Utah and Idaho. Mr. Seely will conduct them through Utah Grazing Districts Nos. 1, 2, 3, 4, and 5 on a trip which will include stopovers at Zion and Bryce Canyon National Parks. Mr. Stablein will meet the party in Salt Lake City for the northern tour through the Idaho region. Side trips will include visits to the American Falls Dam and the Fort Hall Indian Reservation. Mr. Stablein will turn the party over to the National Park Service at West Yellowstone.

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OFFICE VISITORS

Howard E. Blanchard, Washington representative of the Union Pacific Company, called at the office this week on business matters pending before the office.

Miss Theresa Caprio, of the Reno office, called at the office last week en route to Reno after a month's visit in the East. We are always happy to see our friends from the other offices but do wish they would plan to spend more time with us.

Miss Lila Canavan, who is an instructor in Home Economics at the University of Utah received a hearty welcome from Helen Pollock and Verna Anderes last week when she called at the office. Miss Canavan was en route to the New York Fair. Anyone from Salt Lake City surely looks good to the two girls. Witness the welcome Mr. Greenslet received.

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THE CONFERENCE OF THE CHIEFS

The conference called by the Director on August 14 was attended by Messrs. Terrett, Falck, Kavanagh, Kerr, Ryan, Molohon, Greenslet, Heltman, Peterson, Leech, and Hopper. The Director stated that one of the primary purposes of the conference was to orient and correlate the efforts of the Washington staff so that each man will cover the things under his jurisdiction when he visits a regional office. Plans were made for making an immediate attack on several pressing problems concerning policy and administration in the regions. After all the problems and immediate matters of the administration had been thoroughly discussed, a field schedule for men travelling out of Washington covering the period between the present and the end of December was worked out. The regional graziers are being furnished copies of the schedule.

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UNIQUE SITUATION

The fenced driveway extending from Magdalena, New Mexico, west to Horse Springs, New Mexico, a distance of nearly 80 miles and containing approximately 214 sections of grazing land and watering facilities developed by the Division of Grazing, is being used during the month of August on a restricted temporary license basis for the grazing of stock from drouth-stricken areas in the adjacent grazing district. Due to protection during the past two growing seasons and in spite of heavy use during last fall's marketing season there now exists an abundance of forage on the driveway.

It is indeed unique in the annals of grazing in the West to obtain feed on a stock driveway as a relief measure for adjacent ranges. Usually our stock driveways are not noted for their abundance of feed in any large quantity, due to the use made of the driveway. The results of two years of protection during the growing season on this long strip of country are pretty good indicators of what may happen to the grazing areas when the improvement plans for their proper utilization are in effect.

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FIRE CONTROL PROGRAM

During the past three weeks, Mr. Greenslet has been engaged in a field trip visiting the regional offices in Nevada, Oregon, Idaho, and Utah, for the purpose of developing a plan and laying out a program for fire control in the regions. Following the Washington conference, Mr. Greenslet will resume his trip and will visit Montana, Wyoming, Colorado, New Mexico, and Arizona, in the order named, beginning about September 11. On the basis of the study completed to date, his survey requires about four days in each region exclusive of travel. In addition to stirring up an attitude of fire consciousness among all the Division employees, the project includes gathering and analyzing data toward the preparation of a report which will outline ways and means for presuppression of fires, control of fires, methods of attack, equipment necessary, and training of CCC enrollees. When the survey is completed, a committee composed of the administrative officers will review the recommendations with the view of establishing a sound and efficient fire-control and range-protection program.

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The Washington office was saddened to learn of the death of Mildred Klinke's father on August 10 at Alton, Illinois. Mildred had been called home on August 5 and was there when her father died. The sympathy of the entire Division is extended to Mildred and her family in their bereavement.

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NEW APPOINTEES

Charles W. Woodard of Utah and E. Clifford Nesbitt of North Carolina have been appointed as traveling field auditors. They are at present working in the Washington office but will be visiting your offices soon.

Carl E. deGraw, of Clifton Springs, New York, has been appointed as a clerk in the Statistical Section of the Washington office. Mr. deGraw was formerly employed by the Constitution Commission.

We hope that our new workers will enjoy their duties with our Division.

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SOILS AND EROSION

The Division is increasing its knowledge of grazing district soils, the basic resource which nurtures range vegetation. Range survey parties are being instructed in the elements of soil examination. They will take

such notes on soil and erosion conditions so that maps may be prepared for administrative officers setting forth the areas which require further examination and where grazing must be made subservient to soil protection.

Conservative use of range plants automatically protects soil. There are some critical areas where even moderate use of the range may accelerate a soil destructive process now in progress or apt to be set in motion. The soils map will set up danger signals for such areas.

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HATS OFF TO COLONEL MILLER, REGION 3

"I desire to call to your attention the excellent assistance rendered to the Educational Program by Colonel Thomas W. Miller of the Division of Grazing. His talks at our conference were an inspiration to the entire attendance and his willingness to assist with instructional information greatly encouraged the other members of the Division of Grazing to participate." --Extract from a letter written by Dr. D. E. Wiedman, Ninth Corps Educational Adviser.

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RODEO

Sixteen members of the field and office force of the Division of Grazing in Region 3 headed by L. R. Brooks and Thomas W. Miller participated in the Fifth Annual Reno Rodeo held during July. The parade was conceded to be the largest and most colorful ever staged in Reno and it is estimated that 750 mounted riders participated. The Division of Grazing entry received great applause along the line of march.

Two members of the Division distinguished themselves by winning the mule packing contest held in connection with the rodeo. The team consisted of Monte Rohwer and Francis A. Riordan and they packed the two mules in two minutes and forty-three seconds using the Diamond Hitch.

Pictures of the entry may be viewed in the Washington office.

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EXECUTIVES

Scientific analyses which compared the characteristics of a large group of mediocre with an equally large group of up-and-coming executives gives the following results. To be a good executive leader, one should be endowed with ten basic characteristics. He should:

1. Possess a world of self-confidence.
 2. Be a direct actionist.
- Be able to deal openly - man to man leadership. No subterfuge.

3. Be able to criticize without antagonizing.
4. Be willing to accept and delegate responsibility readily.
5. Have the capacity to make decisions and the fortitude to stand up for them.
6. Be widely read and well posted.
7. Want facts, know how to get them and how to use them.
8. Want his reasons for actions understood but should act anyhow.
9. Welcome suggestions but still do things pretty much in his own way.
10. Not pass the buck.

In other words the study showed the executive leader to be a direct realist.

Contrary to sentimental "sob story" accounts of great leaders, it was found that executives do not necessarily-

1. Need to love hard work
2. Need to be frugal
3. Need to be the "strong, silent" type.

On the contrary, it was found that many successful cases were not overly endowed with the gentle, humane, noble or pleasing personal qualities generally accredited to a leader.

Government work requires slightly different leadership characteristics than does business:

1. Business is dominated by 1 person or group of individuals whose sole idea is personal gain. Government work is a service to public with greatest good to the public and not profit the objective.
2. In business, leaders are gauged by their ability to help produce a margin of profit. In Government, service to humanity is the goal.
3. Government leaders must work not only with employees but with the section of public directly or indirectly interested with his project. The public, in reality, is the employer. Therefore, a Government leader cannot be as "hardboiled" as a business executive. A business executive leads only his subordinates. A Government leader must also lead the public which is not subordinate.

A Government executive in addition to the ten basic characteristics previously mentioned should:

1. Have plenty of physical and nervous energy. No one follows a sluggard.
2. Be filled with enthusiasm for his project. Must have caught sight of a value, a vision, an ideal.
Not all enthusiasts are leaders but certainly all leaders are enthusiastic.

--G. D. Pickford